Report to the General Assembly

Fiscal Year 2026

July 1, 2025 - December 31, 2025

Missouri Department of
Economic Development

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MISSOURI WORKS

Expanding Business and Creating Jobs

The Missouri Works Program was created to facilitate the creation and retention of high-quality jobs by targeted business projects. It went into effect on August 28, 2013. The program includes nine categories: Zone, Rural, Statewide, Mega 120, Mega 140, Retention Works, Deal Closing Fund, Retention Works-Auto Manufacturing, and Qualified Military Projects. The benefits may include the retaining of state withholding taxes and/or state tax credits. There are both "statutory" and "discretionary" components to the program (see: Missouri Works Summary).

Missouri Works is a "performance-based" incentive, such that the benefits are not provided until the actual new or retained payroll is documented at the end of each year of the company's benefit period. In addition, each company that participates in the program must execute an agreement with the Missouri Department of Economic Development (DED) to ensure compliance, record keeping, minimum job creation/retention, and in certain instances, minimum new capital investment.

Pursuant to section 620.2020.15. RSMo, DED is required to report on the following each quarter to the General Assembly:

1. A list of all approved and denied applicants for each tax credit (see: Missouri Works Report for Legislators *Total Authorized*);

2. A list of the aggregate amount of new or retained jobs that are directly attributable to the tax credits authorized (see: Missouri Works Report for Legislators *Total Authorized*);

3. A statement of the aggregate amount of new capital investment directly attributable to the tax credits authorized (see: Missouri Works Report for Legislators *Total Authorized*);

4. Documentation of the estimated net state fiscal benefit for each authorized project and, to the extent available, the actual benefit realized upon completion of such project or activity. The Net General Revenue Benefit Ratio is reported as the ratio for the project as a whole, with all incentives included (see: Missouri Works Report for Legislators *Total Authorized* and Missouri Works Report for Legislators *Total Closed*); and

5. The Department's response time for each request for a proposed benefit award under this program (see: Proposal Assignment Tracking).

Missouri Works Summary July 1, 2025 - December 31, 2025

Program Type	Minimum Job Number	Minimum Investment	Minimum Average Wage	Benefit Type	Statutory Benefit Calculation	Discretionary Benefit Calculation	Other Notes
Zone Works	2	$100,000 within 2 years of approval	80% of County Average Wage	Statutory	Retain 100% of state withholding tax of the new jobs for 5 years (or 6 years for existing MO business).	None	Project facility must be located in an Enhanced Enterprise Zone.
Rural Works	2	$100,000 within 2 years of approval	90% of County Average Wage	Statutory	Retain 100% of state withholding tax of the new jobs for 5 years (or 6 years for an existing MO business).	None	Project facility must be in a "rural" county, which excludes Cape Girardeau, Cass, Christian, Cole, Franklin, Jasper, Jefferson, and Platte Counties.
Statewide Works	10	None	90% of County Average Wage	Statutory & Discretionary Components	Retain 100% of state withholding tax of the new jobs for 5 years (or 6 years for an existing MO business).	An additional benefit of up to 6% of new payroll each year for 5 years (6 years for an existing MO business) in refundable tax credits not to exceed 9% of new payroll.	
Mega 120 Works	100	None	120% of County Average Wage	Statutory & Discretionary Components	6% of new payroll each year for 5 years (6 years for an existing MO business) in a combination of retained withholdings taxes and refundable tax credits.	An additional benefit of up to 3% of new payroll each year for 5 years (6 years for an existing MO business) in refundable tax credits not to exceed 9% of new payroll.	
Mega 140 Works	100	None	140% of County Average Wage	Statutory & Discretionary Components	7% of new payroll each year for 5 years (6 years for an existing MO business) in a combination of retained withholdings taxes and refundable tax credits.	An additional benefit of up to 2% of new payroll each year for 5 years (6 years for an existing MO business) in refundable tax credits not to exceed 9% of new payroll.	
Retention Works	50 retained	50% or more of the incentive total	90% of County Average Wage	Discretionary	None	Retain up to 100% of state withholding tax for the retained jobs for up to 10 years.	Company must be at risk for relocation out of state.
Deal Closing Fund	10	None	100% of County Average Wage	Discretionary	None	Tax credits based on the analysis of investment, jobs, wages, etc., and outlined in the proposal. Tax credits must be issued within 1 year.	
Retention Works—Auto Manufacturing (Discretionary)	N/A	$500,000,000 within 3 years of NOI Approval	N/A	Discretionary	None	Tax credits based on the analysis of investment, jobs, wages, etc., and outlined in the proposal.	
Qualified Military Projects	10	Real or Personal Property Amount as outlined in the proposal	90% of County Average Wage	Discretionary	None	Tax credits equal to estimated withholding taxes for a term no longer than 15 years and must have been proposed.	Requires an MOU between the Industrial Development Authority and the U.S. Department of Defense.

Missouri Works for Legislators

Total Credits Authorized from July 1, 2025 - December 31, 2025

Company Name/Requestor Program	Mo Works Project Type	Retained Jobs	Authorized Tax Credits	Authorized Withholding Amount	Projected Jobs	Anticipated Investment	Net General Revenue Benefit Ratio	Value-Added/ GSP in $
Missouri Works - Mega 120 Works								
EQUIPMENTSHARE.COM INC.	Statutory		$7,514,302	$0	424			
GRATEFUL BATH SOLUTIONS, LLC	Statutory		$888,885	$925,166	175	$7,275,000		
Total Mega 120 Works			**$8,403,187**	**$925,166**	**599**	**$7,275,000**		
Missouri Works - Rural Works								
CABINET MASTERS, INC	Statutory		$0	$18,218	2	$100,000		
PHOENIX MANUFACTURING, LLC	Statutory		$0	$101,961	14	$100,000		
RELIABLE PRODUCTS CORPORATION	Statutory		$0	$48,508	4	$1,500,000		
S&H FARM SUPPLY, INC.	Statutory		$0	$29,745	6	$1,050,000		
Total Rural Works			**$0**	**$198,432**	**26**	**$2,750,000**		
Missouri Works - Statewide Works								
ALDI INC.	Statutory		$0	$201,835	15	$67,000,000		
CAM CONSTRUCTION SERVICES LLC	Statutory		$0	$146,238	30	$925,000		
DICTATEMD, INC.	Statutory		$0	$226,031	11	$1,460,000		
LUZCO TECHNOLOGIES, LLC	Statutory		$0	$257,959	20	$24,866,563		
MENLO INC. FKA K12 ITC, INC.	Statutory		$0	$148,625	10	$1,250,000		
PIVOT BIO, INC.	Discretionary		$181,686	$746,451	28	$7,649,704	6.56	$22,629,555
Total Statewide Works			**$181,686**	**$1,727,139**	**114**	**$103,151,267**	**Avg: 6.56**	**$22,629,555**
Missouri Works - Zone Works								
BUTTONWOOD FINANCIAL GROUP, LLC	Statutory		$0	$25,460	2	$350,000		
CARDINAL BIOLOGICALS, INC.	Statutory		$0	$20,620	2	$100,000		
CARDINAL BIOLOGICALS, INC.	Statutory		$0	$40,344	2	$1,320,000		
CARDINAL BIOLOGICALS, INC.	Statutory		$0	$17,945	2	$1,320,000		
ELLIOTT, ROBINSON & COMPANY, LLP	Statutory		$0	$205,437	22	$1,320,000		
NEXTPAGE, INC (FKA MAIL PRINT)	Statutory		$0	$20,438	2	$3,000,000		
ORISE DISTRIBUTION LLC	Statutory		$0	$362,018	40	$6,209,000		
PEOPLESHORES PBC	Statutory		$0	$212,513	33	$100,000		
SCALE AI, INC.	Statutory		$0	$935,330	77	$14,250,000		
TREKK DESIGN GROUP, LLC	Statutory		$0	$220,496	13	$460,000		
YOUNGSTOWN GLOVE CO., LLC	Statutory		$0	$119,731	21	$2,000,000		
Total Zone Works			**$0**	**$2,180,332**	**216**	**$30,429,000**		
Total Ending July 1, 2025 - December 31, 2025			**$8,584,873**	**$5,031,069**	**955**	**$143,605,267**	**Avg: 6.56**	**$22,629,555**

Missouri Works for Legislators

Total Denied from July 1, 2025 - December 31, 2025

There were no Denied projects for the reporting period ending December 31, 2025.

Missouri Works for Legislators

Total Closed from July 1, 2025 - December 31, 2025

Company Name/ Requestor Program	Mo Works Project Type	Total Benefits		New Jobs		Investment		Net General Revenue Benefit Ratio	Value-Added /GSP in $ (Projected)
		Authorized	Actual	Projected	Actual	Projected	Actual	Projected	
Missouri Works - Mega 140 Works									
CHARTER COMMUNICATIONS, INC.	Statutory	$2,826,040	$25,052,450.17	100	720	$10,000,000	$27,609,744		
Total Mega 140 Works		$2,826,040	$25,052,450.17	100	720	$10,000,000	$27,609,744		
Missouri Works - Statewide Works									
ABEC, INC (DBA STAINLESS TECHNOLOGY)	Discretionary	$1,000,800	$1,291,106.56	88	55	$3,900,000	$0	2.94	$117.24
AURORA ORGANIC DAIRY HOLDINGS, LLC	Discretionary	$1,981,880	$2,206,404.83	94	145	$141,000,000		2.79	$115.29
CHARTER COMMUNICATIONS, INC.	Discretionary	$2,599,785	$16,896,913.71	163	1159	$31,727,765		10.58	$337.89
H & H DOCKWORKS LLC	Statutory	$68,738	$118,152	22	21	$1,000,000			
HOFFMANN BROTHERS HEATING & AIR CONDITIONING INC	Statutory	$517,653	$1,718,316	72	225	$2,200,000			

Total Closed from July 1, 2025 - December 31, 2025 (continued)

Company Name/ Requestor Program	Mo Works Project Type	Total Benefits		New Jobs		Investment		Net General Revenue Benefit Ratio	Value-Added /GSP in $ (Projected)
		Authorized	Actual	Projected	Actual	Projected	Actual	Projected	
WORLD WIDE TECHNOLOGY HOLDING CO., LLC FKA WORLD WIDE TECHNOLOGY	Statutory	$644,963	$599,596.58	36	15	$0	$0		
Total Statewide Works		$6,813,819	$22,830,489.68	475	1620	$179,827,765	$0	Avg: 5.44	$570.42
Total Ending July 1, 2025 - December 31, 2025		**$9,639,859**	**$47,882,939.85**	**575**	**2340**	**$189,827,765**	**$27,609,744**	**Avg: 5.44**	**$570.42**

Proposal Assignment Tracking

July 1, 2025 - December 31, 2025

Project ID	# of Business Days from PIR to RFP	# of Business Days from RFP to Proposal	# of Business Days from PIR to Response
QTR 1			
25053145	4	0	1
25013011	9	1	0
25053142	5	1	5
25083220	1	0	0
25083220	1	0	0
25083220	1	1	1
25083220	1	1	1
25083217	9	1	1
25083215	9	1	0
25063178	3	2	0
25053146	5	3	0
25073208	2	8	0
25073212	3	0	1
25093228	0	0	0
25093226	2	3	2
25063157	13	0	0
25063184	2	0	0
25073211	14	0	5
25093231	3	0	0
Average Response Time in Days			**0.89**
QTR 2			
25093227	18	0	0
25103248	8	0	9
25103248	8	0	9
25103248	8	0	9
25103245	6	0	0
25073196	7	0	1
25093239	3	0	0
25083225	8	0	10
25073202	11	2	0
25103257	7	2	4
25043125	6	0	1
25103261	2	0	1
25103249	5	0	0
25103262	3	1	0
25103247	5	3	4
25103256	2	0	0
25103244	24	0	18
25113269	15	3	2
25113271	16	0	2

Proposal Assignment Tracking (continued)

July 1, 2025 - December 31, 2025

Project ID	# of Business Days from PIR to RFP	# of Business Days from RFP to Proposal	# of Business Days from PIR to Response
25113284	8	0	0
25103242	20	0	18
25123300	16	3	0
Average Response Time in Days			**4.00**